

COMMISSIONERS APPROVAL

GRANDSTAFF *CG*

ROKOSCH *JK*

THOMPSON *AT*

CHILCOTT *GC*

DRISCOLL *RD*

PLETTENBERG (Clerk & Recorder)

Members Present..... Commissioner Carlotta Grandstaff,  
Commissioner Jim Rokosch, Commissioner Alan Thompson, Commissioner Greg  
Chilcott and Commissioner Kathleen Driscoll

Date.....September 3, 2008

Minutes: Glenda Wiles

► The Board met for the following administrative matters:

- The Board addressed the opening on the Board of Adjustments left by Will Zeiler. One application was received from Bob Frost. **Commissioner Rokosch made a motion to appoint Bob Frost to a term ending 2/8/2010. Commissioner Driscoll seconded the motion. Discussion of the motion took place as well as the other board members and term endings. Commissioner Rokosch voted "aye. Commissioner Chilcott, Commissioner Grandstaff, Commissioner Thompson and Commissioner Driscoll voted "nay". Motion did not carry.**
- **Commissioner Chilcott made a motion to approve May 2008 minutes with corrections. Commissioner Thompson seconded all voted "aye".**
- **Commissioner Chilcott made a motion to approve Resolution No. 2281 which designates Ravalli County as a Class 1 County due to the taxable certified value. Commissioner Driscoll seconded the motion and all voted "aye".**
- **Commissioner Chilcott made a motion to approve Resolution No. 2280 which sets an 8 ton weight limit on Middle Bear Creek Road due to the structure carrying the South Fork of Bear Creek under the road. Commissioner Rokosch seconded the motion and all voted "aye".**

- **Commissioner Chilcott made a motion to have the chair sign Task Order # 09-07-5-21-015-0 to provide services for a special supplemental nutrition program for WIC (women, infants and children) based upon the review. Commissioner Thompson seconded the motion and all voted “aye”.**
- **The Board reviewed the appointment of the two lead dispatcher positions for 9-1-1. Commissioner Chilcott made a motion to appoint Eric Gustafson and Jennifer Busch as recommended by the review board. Commissioner Driscoll seconded the motion and all voted “aye”.**
- **Commissioner Chilcott made a motion to grant final approval for Mountain View Orchards Block 5, Lot 22A AP, noting the requirements of final plat have been met as per Planning. Commissioner Thompson seconded the motion and all voted “aye”.**

In other business the Board met for a Salary Compensation Board meeting. Present were Board Members Treasurer JoAnne Johnson, Sheriff Chris Hamilton, County Attorney George Corn, Citizen Jim Tadvick, Citizen Arnie Polanchek, Commissioners Grandstaff, Driscoll, Thompson, Chilcott and Rokosch. Also present was Human Resource Director Robert Jenni who presented a salary schedule for elected officials and an elected official analysis for Class 1 Counties for fiscal year 2008. (See attached). Commissioner Grandstaff stated they hope to give the employees 2.8% for COLA = \$250,000. The Commissioners are not sure they will be able to come up with the 2.8% at this time. Robert stated he is new to the process, and he has put together the spreadsheets with counties that are ranked the same as Ravalli County but their taxable values are higher than Ravalli County. He stated the charge of the compensation board is to look at elected officials salaries in regard to being fair. Several of the other counties have county administrators that do the daily work that Ravalli County Commissioners do.

Commissioner Chilcott stated it is important to look at the neighboring counties, but the bottom line is to see what Ravalli County can afford in regard to compensation.

Sheriff Hoffman stated the salary for Ravalli County Elected Officials is 17% below the other counties. He stated it is important to obtain COLA for the employees, so the conversation about having a ‘target’ of salaries for elected officials is somewhat moot.

Discussion included the revenues in the county being down which needs to be considered, monies that are given to non-essential services which could be cut. Commissioner Grandstaff stated the amount of monies that could be cut (discretionary money) would be rather small and many of these community based organizations depend upon that \$15,000 or \$20,000. Commissioner Rokosch stated 80-85% of the budget is staffing. Looking at cutting some programs does not give much fluff back to the budget.

Commissioner Grandstaff stated she is looking at discretionary funding with the Internal Auditor tomorrow.

George Corn discussed the youth court detention center located in Hamilton and its costs. He stated there have been some additions to the detention center in Missoula which could be looked at in regard to detention. Commissioner Grandstaff stated the Commissioners have visited with Youth Detention Supervisor Cal Robinson about the costs of one detainee which could cost upward of \$100,000. In that regard, holding that juvenile detainee in Missoula would cost more than what it would cost to hold them in Hamilton.

George asked about increasing the fees at the airport given the low mill value. He stated the Airport Board is not in favor of raising fees and there might not be time now to review this due to the budget adoption on September 15<sup>th</sup>. George also suggested visiting with the Forest Service in regard to exchanging roads in the maintenance system. As federal funding goes down these types of issues are going to be critical in years to come.

Commissioner Grandstaff agreed noting those issues should be explored, particularly in next years budget cycle. Commissioner Rokosch stated it is doubtful Congress will have a Secure Rural Schools resolution passed this year. Commissioner Thompson stated U.S. Senator Baucus has been working on this vote which did not pass by one vote. Congress is about to leave on recess and not convene until the first of the year. So, if it is not done within the next two weeks, it will not be funded. Senator Baucus is attempting to get a one year extension which is around \$218,000 for the roads and \$100,000 for schools. PILT was \$16,000 less than last year. The state receives the money and Ravalli County continues to be allocated less than other counties, such as Lewis and Clark County. This one year extension would do nothing for the general fund, just for the road fund.

Sheriff Hoffman stated the taxpayers should know this information and they need to present this information to them. While the state has this surplus, it is gained on the backs of our local county. Commissioner Thompson stated the mill value within the counties is very different; i.e., Yellowstone County's mill value was over \$250,000 while Ravalli County is at \$72,000. Yet Ravalli County has more people they are responsible for.

George asked the Commissioners to look at this for next budget year and to ask the state legislators to look at the Public Health and Human Services requirements. He stated this is worth the fight as it would put an extra \$100,000 in the county coffers if the state took over this responsibility which is theirs to begin with. He stated the Commissioners need to look at this the year before, not wait until June the following year.

Arnie stated the numbers say it all. Ravalli County is below the curve and there was a plan to bring the salaries up, but without monies in the budget, the only thing they can do is adopt the cost of living. He agreed with George that the Commissioners need to look at a way to do this.

Discussion included the salary of the elected officials being based on the Clerk & Recorders salary with the exception of the County Attorney. Commissioner Rokosch stated they could opt to not give COLA to elected officials. Jim stated by not giving the elected officials the COLA this year, it will be harder to catch up.

Commissioner Grandstaff stated she will take Arnie up on his offer to look at the budget and attempting to get back on track for increasing the salaries and to look at the issues George addressed.

**Commissioner Driscoll made a motion for 2.8% (COLA) pay raise for Elected Officials based upon the Clerk and Recorders base pay. Commissioner Thompson seconded the motion and all voted “aye”.**

► Minutes: Beth Perkins

The Board met for a discussion and decision about the University of Montana Land Use Law clinic's projects. Present at this meeting were Civil Counsel Karen Mahar, Interim Planning Director Renee Lemon and Environmental Health Director Lea Jordan.

Commissioner Grandstaff called the meeting to order.

Renee gave a brief overview of the past projects of the land use clinics. She suggested looking at waste water and water regulations for applying stricter regulations. She also suggested roads as another topic.

Karen stated she and Renee had met with Shane Stack from MDOT about some of the projects that are pending from the Lords suit. Part of the meeting was to talk about how MDOT can weigh in on those matters still pending. Karen spoke of potentially allocating funds to complete some road projects.

Renee stated she received recommendations that they work on the local water and waste water standards first and then work on road issues.

Lea stated the information will be standard and not sufficient to base regulations on by itself. She will be making a model that will substantiate regulations for water and waste water and will be the basis for the regulations. Further discussion followed regarding Missoula regulations. Commissioner Rokosch stated the Board could regulate those inputs for stricter regulations.

Commissioner Rokosch discussed higher levels of treatments and imposing stricter regulations. Karen stated with the resources available, it should be focused on what can be regulated. DNRC already has regulations for waste water standards. Commissioner Driscoll stated since roads are such an issue, she would like to see the focus be on roads.

Lea stated the TMDL should be further along in the process. She discussed her participation with the Tri-State Water Quality Council task force. Commissioner

Grandstaff stated it seems as if waste water standards should be the next project. Commissioner Rokosch stated there are two aspects of local water regulations. What is required to develop standards and what criteria are used to set them. Lea stated priorities have not been set for Environmental Health yet. She needs the standpoint for tackling regulations. Commissioner Chilcott stated there is data on the horizon to meet the requirements. He stated it seems as if the Board is pushing it in advance of the data. Clark Fork Basin is also collecting data which will help make these decisions. Commissioner Grandstaff stated it is not as if one topic is more important than the other. She suggested using roads for this year and water and waste water next year.

Commissioner Chilcott stated there is very good data for roads. He stated there is a lot of litigation that is being faced with road issues.

Commissioner Rokosch asked if it has to be narrowed down to one topic. Renee replied with two students, she recommends one project. Karen added if they have time to work on additional projects, then great. Commissioner Chilcott stated the Board is helping the State out and they need to help out as well. He discussed being at the legislature this year talking about this very issue of mitigation.

Commissioner Rokosch stated water standard data is geared towards the setting of stricter standards. There is a need for more stringent standards. Further discussion followed regarding developing standards in the local sense.

Commissioner Grandstaff stated her preference is to go with roads since it is a more immediate need. Karen added the 511 standards could be given to the two intern law clerks starting this year. Commissioner Rokosch agreed with Karen. Commissioner Grandstaff discussed impact fees with Karen. Karen stated MDT clarified impact fees are not to be used to fix everything. Other communities are getting creative to tap multiple funding sources for everyone using the transportation system. Commissioner Chilcott discussed matching funds for this project as a significant public benefit.

Commissioner Rokosch stated he sees part of the problem being the current subdivision regulations as to how the Board is ensuring public safety along the lines of traffic safety. Commissioner Grandstaff stated there is some ability to negotiate with landowners for a higher level of septic treatment. She stated there is the need to concentrate on roads.

**Commissioner Rokosch suggested having a meeting with the students for the topics of roads for what the Board expects from them for the study. The Board concurred.**

# Salary Schedule for Elected Officials FY '09

## Provisions:

1% of Base for Each Year in Elected Office (12 yr. max.)

Longevity Calculated from Anniversary Date in Elected Office (w/exception of Rokosch, Grandstaff, Driscoll received .5 on 1/1/08)

FY '09 Includes Continuation of Longevity + 2.8% COLA to Base

Clerk and Recorder Base: **\$48,603**

	Base Pay		Statutory Additional	Longevity Pay			Total Pay FY '09	
	FY '09 Base Hourly	FY '09 Base Salary		1% Longevity	Years of Service	Annual Longevity Pay	Hourly Pay	Annual Salary
<b>Commissioners</b>								
Alan Thompson	\$23.37	\$48,603.00	\$2,000.00	\$486.03	10	\$4,860.30	\$26.67	\$55,463.30
Greg Chilcott	\$23.37	\$48,603.00	\$2,000.00	\$486.03	6	\$2,916.18	\$25.73	\$53,519.18
Jim Rokosch	\$23.37	\$48,603.00	\$2,000.00	\$486.03	1.5	\$729.05	\$24.68	\$51,332.05
Carlotta Grandstaff	\$23.37	\$48,603.00	\$2,000.00	\$486.03	1.5	\$729.05	\$24.68	\$51,332.05
Kathleen Driscoll	\$23.37	\$48,603.00	\$2,000.00	\$486.03	1.5	\$729.05	\$24.68	\$51,332.05
<b>Clerk and Recorder</b>								
Regina Plettenberg	\$23.37	\$48,603.00		\$486.03	2	\$972.06	\$23.83	\$49,575.06
<b>Treasurer</b>								
JoAnn Johnson	\$23.37	\$48,603.00		\$486.03	6	\$2,916.18	\$24.77	\$51,519.18
<b>Clerk of District Court</b>								
Debbie Harmon	\$23.37	\$48,603.00		\$486.03	12	\$5,832.36	\$26.17	\$54,435.36
<b>Justice Court - 1</b>								
Robin Clute	\$23.37	\$48,603.00		\$486.03	7	\$3,402.21	\$25.00	\$52,005.21
<b>Justice Court - 2</b>								
Jim Bailey	\$23.37	\$48,603.00		\$486.03	8	\$3,888.24	\$25.24	\$52,491.24
<b>County Attorney</b>								
George Com								
County Portion	\$41.58	\$43,248.02		\$486.03	12	\$5,832.36	\$47.19	\$49,080.38
State Portion	\$43.86	\$45,615.00					\$43.86	\$45,615.00
<b>TOTAL</b>	\$42.72	\$88,863.02					\$45.53	\$94,695.38
<b>Sheriff</b>								
Chris Hoffman								
Base Pay	\$23.37	\$48,603.00	\$2,000.00	\$506.03	9	\$4,554.27	\$26.52	\$55,157.27
Coroner Pay	\$2.16	\$4,500.00					\$2.16	\$4,500.00
<b>TOTAL</b>							\$28.68	\$59,657.27

## County Attorney Salary Calculations

County portion includes 2.8% increase in base + longevity at same rate as other elected officials (1% C & R per year)

State portion includes \$42,174 Salary + \$3,441 allowance for Health Insurance

Newly Elected Commissioners received .5 yrs longevity on 1/1/08

**Elected Official Analysis**  
**FY '08**  
**Class 1 Counties - Montana**

	FY '09 (2.8 %COLA)	FY '09	FY '09	FY '09	FY '09	FY '08	FY '08
<b>Class 1 Counties</b>							
<b>Population</b>	<b>Ravalli</b>	<b>Lewis &amp; Clark</b>	<b>Gallatin</b>	<b>Cascade</b>	<b>Flathead</b>	<b>Missoula</b>	<b>Yellowstone</b>
	38,662	57,137	80,921	79,395	85,314	98,616	133,191
<b>Un-Incorporated Population</b>	<b>31,561</b>	<b>28,980</b>	<b>31,585</b>	<b>21,841</b>	<b>53,505</b>	<b>37,228</b>	<b>31,252</b>
<b>Taxable Value</b>	<b>\$ 169,318,577</b>	<b>\$ 101,888,410</b>	<b>\$ 196,866,339</b>	<b>\$ 116,864,998</b>	<b>\$ 193,906,136</b>	<b>\$ 184,460,260</b>	<b>\$ 246,297,279</b>
<b>Elected Official</b>							
Commissioner -1	\$ 55,463	\$ 65,467	\$ 66,027	\$ 54,898	\$ 61,112	\$ 74,173	\$ 76,438
Commissioner -2	\$ 53,519	\$ 73,364	\$ 66,027	\$ 54,898	\$ 61,112	\$ 62,941	\$ 76,438
Commissioner -3	\$ 51,332	\$ 68,099	\$ 66,027	\$ 54,898	\$ 61,112	\$ 61,818	\$ 76,438
Commissioner -4	\$ 51,332						
Commissioner -5	\$ 51,332						
Clerk and Recorder	\$ 49,575	\$ 75,504	\$ 65,953	\$ 55,930	\$ 61,112	\$ 75,042	\$ 80,049
Treasurer	\$ 51,519	\$ 75,504	\$ 65,953	\$ 55,930	\$ 61,112	\$ 75,042	\$ 75,950
Clerk of District Court	\$ 54,435	\$ 71,259	\$ 65,953	\$ 52,898	\$ 59,112	\$ 58,698	\$ 74,438
Justice of Peace -1	\$ 52,005	\$ 71,259	\$ 63,747	\$ 52,898	\$ 75,690	\$ 63,648	\$ 74,438
Justice of Peace -2	\$ 52,491		\$ 63,747	\$ 52,898	\$ 70,812	\$ 61,402	\$ 74,438
* County Attorney (Total)	\$ 94,695	\$ 101,855	\$ 93,349	\$ 96,820	\$ 94,091	\$ 101,338	\$ 99,234
Sheriff	\$ 59,657	\$ 75,190	\$ 87,356	\$ 69,276	\$ 79,161	\$ 85,463	\$ 79,761
Coroner Pay	\$ 4,500			\$ 3,032	\$ 8,000	\$ 11,294	
Separate Coroner		\$ 71,259	\$ 41,805				\$ 62,103

\* Amount is 2.8% higher than FY '08 Total. County Attorney has requested additional increase  
County Attorney is requesting \$94,536.51

Missoula consolidates Clerk & Recorder and Treasurer  
Lewis & Clark consolidates Clerk & Recorder and Treasurer  
Yellowstone has designated Coroner within Dept. (Lt.)

**Range and Averages**

Range		* Average	Ravalli County vs. Avg.	% Below/Above
Low	High			
\$ 55,463	\$ 76,438	\$ 64,797	\$ (9,334)	-14.40%
\$ 53,519	\$ 76,438	\$ 64,043	\$ (10,524)	-16.43%
\$ 51,332	\$ 76,438	\$ 62,818	\$ (11,486)	-18.28%
\$ 49,575	\$ 80,049	\$ 66,166	\$ (16,591)	-25.08%
\$ 51,519	\$ 75,950	\$ 65,859	\$ (14,339)	-21.77%
\$ 52,898	\$ 74,438	\$ 62,399	\$ (7,964)	-12.76%
\$ 52,005	\$ 74,438	\$ 64,812	\$ (12,807)	-19.76%
\$ 52,491	\$ 74,438	\$ 62,631	\$ (10,140)	-16.19%
\$ 94,695	\$ 101,338	\$ 97,340	\$ (2,645)	-2.72%
\$ 59,657	\$ 85,463	\$ 76,552	\$ (16,895)	-22.07%
			\$ (112,725)	-17%